

Special Board of Education Meeting

Tuesday, February 2, 2021 12:00 PM

Gering Public Schools - Central Office
1519 10th Street
Gering, NE 69341



Minutes

1. **GPS Board of Education Information**
2. **Opening Procedures**
 1. Call to Order
President B.J. Peters called the meeting to order at 12:00 p.m.
 2. Roll Call
All school board members were present: Brent Holliday, Brady Shaul, Mary Winn, Josh Lacy, Brian Copsey and B.J. Peters.
 3. Excuse Absent Board Member(s)
3. **Pledge of Allegiance**
4. **Opening Meetings Act**
5. **Reports and Discussions**
 1. Superintendent's Report
Business Manager Tim Meisner noted that he had reached out to the District's 403b Plan consultants to identify the structure related to the proposed VSP. Legal counsel from Perry Law Firm, Rex Schultze, was present at the meeting and addressed IRS/tax guidance shared with him last week citing the proposed option as the "best approach" to allow employees access to funds for expenses like health or dental insurance. An informational meeting between NSEA legal counsel, the school district superintendent and all certificated staff has been set for Wednesday, February 10 at 4:00 p.m. in the media center at Gering High School which will be reflected in the memorandum and timeline to be sent to staff on February 4, 2021. Schultze also noted it was important to differentiate that the proposed option is a non-elective contribution deposited by the school district on their behalf.
6. **Executive Session**

Executive session was deemed unnecessary and all discussion was held in open meeting.
7. **Reconvene from Executive Session**
8. **Action Items**
 1. Discuss, consider and take all necessary action with regard to the "Addendum to 2020-2021 Negotiated Agreement by and between Gering Public Schools and the Gering Education Association" Article V, Paragraph F which proposes a revision to the date by which an employee seeking to participate in the sick leave buy back incentive must notify Administration of such election should be extended from February 1, 2021 to March 19, 2021.
 2. Discuss, consider and take all necessary action with regard to the "2021 Gering Public School District Voluntary Severance Program (VSP) which provides for the

payment of certain dollar amounts to certificated employees employed by the School District as a voluntary severance incentive for certificated teachers pursuant to subsection (3) of Section 79-8,142, and Section 77-3442(2)(d)(ii) in exchange for such certificated employee's resignation at the end of the 2020-2021 school and contract year; and, extend the date by which certificated employees of the School District must provide notice of intent to retire pursuant to Article V, Section F of the 2020-2021 Negotiated Agreement between then School District and the Gering Education Association (GEA) from February 2, 2021 to March 19, 2021.

feb 10 @ 4 pm - 3 can come, but no more. Staff w/ NSEA. Opportunity to ask questions. Tomorrow at 4 pm - Supt. w/ GEA reps. Very transparent process.

9. **Adjourn**

President B.J. Peters adjourned the meeting at 12:24 p.m.

ADDENDUM TO 2020-2021 NEGOTIATED AGREEMENT BY AND BETWEEN GERING PUBLIC SCHOOLS AND THE GERING EDUCATION ASSOCIATION

This Addendum to the 2020-2021 Negotiated Agreement (Agreement) by and between Gering Public Schools (School District) and the Gering Education Association (Association) is entered into the 2nd day of February, 2021, for the purpose of modifying and amending **Article V, Paragraph F** of the Agreement titled “**Sick Leave Buy Back**” which reads as follows:

Sick Leave Buy Back

The Board of Education will buy back unused sick leave at the first level of the substitute daily pay schedule rate per day up to 36 days. This applies to any employee who leaves the District after at least 15 years of consecutive service who notifies the District of their decision to leave by February 1.

The School District and the Association agree that the date by which an employee seeking to participate in the sick leave buy back incentive under **Article V, Paragraph F** of the Agreement must notify the Administration of such election should be extended from February 1, 2021 to **March 19, 2021**.

Scotts Bluff County School District 79-0016 a/k/a Gering Public Schools	Gering Education Association
Dated this ____ day of February, 2021	Dated this ____ day of February, 2021
By: _____ B. J. Peters, Board of Education President	By: _____ Shelly Muggli, Gering Education Association President